

St. Giles CE Primary School

Transgender Policy

Safeguarding

Head teacher
10/26/2016

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Statement of intent

All children and young people at **St Giles CE Primary School** are entitled to a full-time education which is free from discrimination and harassment, regardless of their gender identity. The learning environment in which all our pupils engage should be supportive, safe and welcoming to gender diversity.

This policy has been created with an aim to consistently reduce the stigmatisation of, and improve the educational integration of, trans* and gender nonconforming pupils at **St Giles CE Primary School**. In all instances, the school shall refer to pupils as “trans*” in order to prevent any form of labelling which may be incorrect or insensitive.

The school is committed to valuing, respecting and understanding pupils differing gender identities, as well as providing continuous support to all pupils.

The main aims of this policy are:

- To create and foster a learning environment which is free from harassment and discrimination, regardless of sex, gender identity, sexual orientation or gender expression.
- To promote healthy communication between educators and parents/guardians to support the successful education development and wellbeing of every pupil.
- To adhere to relevant legislation concerning bullying, harassment and discrimination.

All staff, parents/carers and pupils will work together to eradicate any instances of discrimination, harassment or bullying, including any which relate to a pupil’s gender, identity in our school. The school is dedicated to providing appropriate and tailored measures of support for any trans* pupil who should require it.

Signed by:

_____ Headteacher

Date: _____

_____ Chair of governors

Date: _____

1. Legal framework

- This policy has due regard to the following legislation, including, but not limited to:
 - The Human Rights Act 1998
 - The Gender Recognition Act 2004
 - The Equality Act 2010

2. Transgender definition

- For the purpose of this policy, “transgender” is an individual whose gender expression or identity is different from that traditionally associated with the sex they were assigned at birth. An individual may choose to express their trans* identity through a number of means, such as: behaviour, clothing, hairstyles, activities, voices and mannerisms.

3. What is a transphobic incident?

- For the purpose of this policy, “transphobia” is an irrational fear, hatred or abuse of trans* individuals. Any individual who is described as being transphobic may deliberately and directly harass or disrespect someone who is trans*, e.g. by using the incorrect pronoun purposely. Transphobic incidents are often emotionally harmful and must be dealt with as seriously as other bullying incidents within our school. All transphobic incidents should be centred on supporting the victim and managing any future transphobic behaviour.

4. Roles and responsibilities

- It is the responsibility of all staff to be alert to possible harassment of pupils, both inside and outside of the school, and to deal with incidents of harassment/discrimination as the highest priority.
- All staff will ensure they meet the unique needs of trans* pupils and assess any measures put in place on a case-by-case, individual basis.
- The headteacher will hold regular meetings with parents/carers of trans* pupils and discuss the success of support in place, including feeding this information back to the governing body.
- The governing body will evaluate and review the success of support available to individual trans* pupils on a termly basis.
- The headteacher will make any necessary and appropriate changes to the support available to ensure the happiness and development of the pupil.
- The school will respect all pupils’ right to privacy and will not disclose a pupil’s trans* status at school to any other pupils, staff members or third parties.
- The school will adopt secure controls on sensitive personal data, ensuring all data is accurate, secure and is processed fairly and lawfully.
- The school will gain consent from the pupil and parents/caregivers before any sensitive personal data is processed.
- The headteacher will conduct regular training sessions to ensure all members of staff are aware of their responsibilities, as well as to develop their skills and knowledge.
- The school will establish a protocol for response when a trans* pupil comes out, is outed, or experiences bullying.
- The school will have measures in place to ensure that appropriate counselling is made available for trans* pupils who require immediate interventions, parental assistance and/or personal counselling.
- The governing body will evaluate and review this Transgender Policy, and will make sure it is non-discriminatory.
- The headteacher will review and amend this policy, taking into account new legislation and government guidance, and previously reported incidents in order to improve procedures.

- The headteacher will keep a record of any reported incidents and the school will work to put measures in place which prevent these reoccurring.

5. Appropriate measures

Absence

- In line with our Attendance Policy, the school will make reasonable adjustments to accommodate absence requests for treatment and support of trans* pupils by external sources.
- All absences will be recorded accurately and sensitively by the School Office to ensure privacy of the pupil.

Transphobia and bullying incidents

- Our Anti-bullying Policy will be used in conjunction with this policy in order to prevent, and effectively deal with, any transphobic incidents.
- Any incidents which occur shall be reported to the headteacher and recorded in line with the process in our Anti-bullying Policy.
- Teaching of gender identities and trans* individuals will be incorporated into personal, social and health education (PSHE) lessons to promote an accepting, understanding attitude from other pupils and prevent transphobic incidents.

Terminology and language

- The school will inquire as to what terms individual trans* pupils prefer and avoid using any terms which the pupil may find uncomfortable.
- If other pupils at **St Giles CE Primary School** experience difficulty in adjusting to a change of terminology, we will encourage pupils to use the first name of the trans* pupil or, the terms which the trans* pupil uses to refer to themselves.
- A list of regularly used trans* terms which the school will employ can be found in [Appendix 1](#).

Training of staff

All members of staff will undergo training on an annual basis through whole staff meetings which will:

- Ensure all staff are aware of, and comply with, current legislation and government recommendations.
- Ensure all staff are aware of their responsibilities and how they can support trans* pupils.
- Provide support for teachers incorporating gender identity into the curriculum.
- Provide support for teachers to effectively manage any discrimination towards gender identity.
- Provide up-to-date information on the terms, concepts and current understandings of gender identity, gender expression and gender diversity in children.
- Develop appropriate strategies for communication between parents, educators and pupils about any issues related to gender identity and gender expression.

Sports and physical education

- All trans* pupils at our school are encouraged to engage in physical education and sports in a manner consistent with their gender identity.

- **St Giles CE Primary School** will carefully and sensitively manage all physical education lessons in order to prevent any discomfort or discrimination the pupil may encounter.

Use of toilets, changing facilities and general school environment

- The school will ensure there are unisex toilets and changing facilities available on-site which are accessible for all pupils of the school, should they wish to use them.
- Any pupil who faces discomfort using a shared changing space will be provided with a safe and non-stigmatising alternative.

School uniform and regulations

- All pupils have the right to dress in accordance with their true gender identity within the constraints of our dress code, which is as follows: skirts/shorts/trousers for girls and trousers/shorts for boys.
- Our PE kit employs a unisex uniform.
- Should a trans* pupil be required to participate in a swimming activity, sensitive consideration will be given to swimwear options, which will be discussed with the pupil before the delivery of the lesson.

School trips, exchanges and overnight stays

- The school is aware that some countries have differing attitudes towards the trans* community. If a trans* pupil is required to travel abroad, a full risk assessment and investigation will be required to avoid any discomfort for the pupil.
- Any risks identified will be managed and discussed between the pupil and the headteacher. Appropriate measures and adjustments will be made by the school to facilitate the participation of the trans* pupil.
- Sleeping arrangements for overnight stays will be discussed between the pupil and headteacher in advance of the trip. Appropriate adjustments will be made as per the pupil's request.

Changing names and gender on documents

- Changes to official documents concerning a pupil's legal name and gender will be altered upon receipt of documentation confirming that such changes have been made pursuant to a court order, or through amendment of state or federally-issued identification.
- On occasions where we are not required to use a pupil's legal name and gender on other school documents and records, we shall use the name and gender preferred by the pupil.
- The headteacher will hold a discussion with the pupil as to how they would like to notify other pupils and staff members at **St Giles CE Primary School** of their preferred name and gender.
- At no time will any member of staff disclose any information regarding gender identity to any other pupils, staff members or third parties, unless instructed to do so by the pupil.

Local community

- The school will identify local trans* groups and will engage with these to ensure access to information is available for trans* pupils and their parents/guardians.

- The school recognises the need for support out of the school environment and will encourage every trans* pupil to become involved in these communities.
- The details of these trans* groups can be discussed with the headteacher.

6. Transphobia and bullying outside of school

- Teachers have the power to discipline pupils who engage in misbehaviour outside the school premises. This can relate to any transphobia or bullying incident that occurs anywhere outside of the school premises.
- Any occurrence of these incidents should be reported to a member of school staff, who will then issue punishment to the pupil once he/she is on school premises.
- These incidents will be dealt with following the process in our Anti-bullying Policy.

Appendix 1 – Glossary of terms

Term	Definition
Assigned sex	The gender an individual is assigned at birth.
FTM/F2M/trans man/transsexual man	An individual who was assigned female at birth but whose identity is male.
FAAB	Female assigned at birth.
Genderqueer	A person who identifies their gender identity as being neither female or male, or is a combination of female and male, or is between or beyond genders.
Gender dysphoria	A medical term given to describe the social/mental/physical difficulties that most trans* people experience.
GIC	Gender identity clinic.
MTF/M2F/trans woman/transsexual woman	An individual who was assigned male at birth but whose identity is female.
MAAB	Male assigned at birth.
Non-binary	An individual who does not conform to the society norms of female/male.
Stealth	A transgender individual who lives as their transgender identity but who does not reveal their transgender status.
'To gender'	To assign a gender to an individual based on their behaviour and appearance.
'To misgender'	To assign a gender to an individual based on the gender they were assigned at birth rather than their gender identity.
Transphobia	Irrational fear, hatred and abuse of transgender individuals.
Transsexual	Somebody who has medically transitioned.